

# **EXHIBIT 10**

Thank you!

Tia Taylor  
 <image001.png>  
 (301) 926-9600 Office

<image002.png>  
 <image003.jpg>

ABC National 2018 & 2017 Excellence in Construction Eagle Award  
 ABC National 2018 Accredited Quality Contractor

<image004.png>

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**From:** Pappas, Michael <[Michael.Pappas@telligentmasonry.com](mailto:Michael.Pappas@telligentmasonry.com)>  
**Sent:** Wednesday, September 23, 2020 9:35 AM  
**To:** Taylor, Tia M. <[Tia.Taylor@telligentmasonry.com](mailto:Tia.Taylor@telligentmasonry.com)>; Villegas, Tranquilino <[Tranquilino.Villegas@telligentmasonry.com](mailto:Tranquilino.Villegas@telligentmasonry.com)>; Valladares, Jose A. <[Jose.Valladares@telligentmasonry.com](mailto:Jose.Valladares@telligentmasonry.com)>  
**Cc:** Botha, Petra G. <[Petra.Botha@telligentmasonry.com](mailto:Petra.Botha@telligentmasonry.com)>; Pappas, Chris M. <[Chris.Pappas@telligentmasonry.com](mailto:Chris.Pappas@telligentmasonry.com)>  
**Subject:** RE: Jose Valladares- Employee Complaint Investigation

Thank you Tia this looks good.

Tranquilino please get with Tia and terminate David Timbers. I believe we may need to give him fill out our termination form but Tia would be able to answer that

Thank you,

Michael Pappas  
 Vice President  
 <image001.png>  
 (301) 926-9600 Office  
 (301) 466-2300 Cell

<image002.png>  
 <image003.jpg>